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ABSTRACT

The purpose of this research was to compare and analyze the number, rank, salary, and term of appointment of full-time faculty men and women of the University of Minnesota. The information was analyzed for the following comparisons: (1) the ratio of male/female faculty in the University at each rank and in each college; (2) the mean and median salary for the entire group, and by college, rank, and term of appointment; and (3) the percentage differentials by rank, college, and term. (AF)

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RESEARCH ON THE STATUS OF FACULTY WOMEN

UNIVERSITY OF MINNESOTA

MINNESOTA PLANNING AND COUNSELING CENTER FOR WOMEN

MAY, 1970

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
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HE 001 699

The Minnesota Planning and Counseling Center, a bureau of the Office for Student Affairs, has since October been conducting research into the status of full time faculty women at the University of Minnesota. This study, which was requested by Vice Presidents Cashman and Smith, has been done by the personnel of the Center, with the advice of Dean Mabelle McCullough.

Studies of faculty women have been done at several other colleges and universities, but most of them have been quite simple, since they have been done without administrative support, and researchers have not been able to obtain payroll information. The facts which have been made known, however, have been sufficient to allow many suits to be filed with the Federal Office of Contract Compliance. These suits have been filed in efforts to force institutions to comply with clauses against discrimination on the basis of sex. Without evidence of financial difference, however, it is difficult to see how complainants will know when a particular institution has come into compliance of this score.

Problems pecular to women, especially in employment, are very much a matter of national interest today. This study of faculty women is the first step in the University's investigation of these problems, in order to know what must be done to alleviate them. It is hoped that this study will be followed by complementary ones which will consider the status of other groups of women on campus.

The first part of the study, including the data summarized in this report, is based on a payroll printout for October 31, 1969. The second part of the study will be based on questionnaires which were sent to all faculty women. This second part, as well as additional detailed data from the first part, will be completed early this summer. Consideration of the implications of the study need not wait upon the full report, however.

The purpose of the research thus far has been to compare and analyze the number, rank, salary and term of appointment of full time faculty men and women of the University of Minnesota. Since the payroll department does not keep records by sex, it was necessary to go to the underwriters of the Faculty Insurance Program. This step, however, limited the data to faculty members eligible for group insurance.

That is, those faculty members who:

a) Serve not less than nine months of the year,
b) Work 75% of time or more, and
c) Are in the ranks of Research Fellow, Research Associate, Lecturer, Instructor, Assistant Professor, Associate Professor, Full Professor, Professor and Director, Professor and Head, Professor and Chairman, or Regents' Professor.*

The information was analyzed for the following comparisons:

1. The ratio of male/female faculty in the University at each rank and in each college.
2. The mean and median salary for the entire group, and by college, rank, and term of appointment.
3. The percentage differentials by rank, college and term.

No fringe benefits were included in any of the comparisons.

Tables included in this summary report include in any of the comparisons.

1. The distribution of men and women, by rank, on all campuses of the University.
This table is the only one in this report which includes all the units in the state. (p. 3)
2. The summary of the distribution of women, by rank, on the Twin Cities campuses only. This table covers all ranks from Research Fellow through Regents' Professor. (p. 3)
3. The third table is a summary of the distribution of women in the colleges, and the percentages by which their median salary differs from that of men. (p. 4)
4. Table 4 is a grouped comparison of men's and women's salary difference as well as numerical comparisons. (p. 5)
5. This compares men and women at each rank from Research Fellow through Regents' Professor. (p. 6-8)
6. Table 6 compares men and women of all ranks within the various colleges of the University. (p.9-11)
7. Table 7 compares men and women by their term of appointment. (p. 12)

*No study of higher administrative echelons was done, because there are too few women for comparative purposes.

The last two items are bar graphs which illustrate the male/female distribution by rank, and the salary differences.

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DISTRIBUTION OF FACULTY MEMBERS ON ALL CAMPUSES* BY RANK

Rank	Men	Women
Full Professor	26.5%	8.5%
Associate Professor	22.6%	11.0%
Assistant Professor	25.0%	26.0%
Instructor	16.2%	44.9%
Lecturer	1.0%	.7%
Research Associate	3.4%	2.0%
Research Fellow	4.3%	6.8%
Total number of faculty members	2521	534

* This table includes all campuses and units of the University within the state, but exclude all ranks above Full Professor (9401).

TWIN CITIES CAMPUS SUMMARIES

Rank	No. of Women	% by rank that are women	Women's median salary in % less than men's
Overall	467	17%	32%
Regents' Professor	0	0	--
Professor & Chairman	5	10%	9%
Professor & Head	0	0	--
Professor & Director	7	14%	13%
Professor	41	6%	12%
Associate Professor	55	9%	14%
Assistant Professor	116	18%	12%
Instructor	194	40%	9%
Lecturer	4	13%	22%
Research Associate	11	13%	5% more
Research Fellow	35	30%	6%

COLLEGE — TWIN CITIES CAMPUS SUMMARIES

Rank	No. of Women	% by rank that are women	Women's median sala in % less than men'
Agriculture, Forestry & Home Economics	44	14%	20%
Biological Sciences	5	6%	29%
Business Administration	1	2%	50%
Dentistry	12	17%	33%
Education	62	27%	23%
General College	21	25%	7%
Law	4*	11%	57%
College of Liberal Arts	74	15%	32%
Medical Sciences	106	21%	42%
Pharmacy	1	4%	7%
Institute of Technology	8	2%	22%
Veterinary Medicine	6	7%	26%

*All women employed by the Law School work in the Law Library

COMPARISON OF SALARIES
AND NUMBERS OF MEN AND WOMEN
ON TWIN CITIES CAMPUS

TOTAL FACULTY (ALL RANKS)

	Men	Women	Women's earnings in % less than men's
Mean salary/month	$ 1,569.90	$ 1,114.67	29%
Median salary/month	1,477.27	1,002.59	32%
Number of faculty members	2,301	467	
% of faculty members	83%	17%	

Ranks 9401 through 9407
(Full Professor, Associate Professor, Assistant Professor, Instructor, Lecturer, Research Associate and Research Fellow)

	Men	Women	Women's earnings in % less than men's
Mean salary/month	$1,516.67	$1,097.03	28%
Median salary/month	1,437.30	944.93	31%
Number of faculty members	2148	455	
% of faculty members	83%	17%	

Ranks 9410-9413 (Regents Professor, Professor and Director, Professor and Head, Professor and Chairman)

	Men	Women	Women's earnings in % less than men's
Mean salary/month	$2317.32	$1783.33	23%
Median salary/month	2165.62	1800.00	16%
Number of faculty members	153	12	
% of faculty members	93%	7%	

COMPARISONS BY RANK

Regents Professor (9410)

	Men	Women	Women's salary in % less than men's
Mean salary/ month	$ 3264.29	----	
Median salary/month	3600.00	----	
# at rank	14	0	
% of rank	100%		

Professor and Chairman (9411)

	Men	Women	Women's salary in % less than men's
Mean salary/month	$ 2119.77	$ 1890.00	10%
Median salary/month	2050.00	1850.00	9%
# at rank	43	5	
% of rank	90%	10%	

Professor and Head (9412)

	Men	Women	Women's salary in % less than men's
Mean salary/month	$ 2444.55	---	
Median salary/month	2235.71	---	
# at rank	55	0	
% of rank	100%		

Professor and Director (9413)

	Men	Women	Women's salary in % less than men
Mean	$2,030.49	$1,707.14	10%
Median	2,041.67	1,775.00	13%
# at rank	41	7	
% of rank	86%	14%	

Professor (9401)

	Men	Women	Women's salary in % less than men
Mean salary/ month	$ 1965.57	$ 1625.61	17%
Median salary/ month	1890.00	1650.00	12%
# at rank	623	41	
% of rank	94%	6%	

	Men	Women	Women's salary in % less than men's
Mean salary/month	$1588.59	$ 1295.45	18%
Median salary/month	1527.27	1303.85	14%
# at rank	526	55	
% at rank	91%	9%	

Assistant Professor (9403)

	Men	Women	Women's salary in % less than men's
Mean salary/month	$ 1323.33	$ 1181.90	11%
Median salary/month	1266.54	1105.56	12%
# at rank	525	116	
% at rank	82%	18%	

Instructor (9404)

	Men	Women	Women's salary in % less than men's
Mean salary/month	$ 1078.52	$ 918.91	15%
Median salary/month	970.65	879.75	9%
# at rank	291	193	
% at rank	60%	40%	

Lecturer (9405)

	Men	Women	Women's salary in % less than men's
Mean salary/ month	$ 1111.54	$ 975.00	12%
Median salary/ month	1100.00	850.00	22%
# at rank	26	4	
% at rank	87%	13%	

Research Associate (9406)

	Men	Women	Women's salary in % less than men's
Mean salary/month	$ 1094.44	$ 1095.45	.09% more
Median salary/month	1057.14	1116.67	-5%
# at rank	72	11	
% at rank	87%	13%	

Research Fellow (9407)

	Men	Women	Women's salary in % less than men's
Mean salary/month	$ 957.06	$ 881.43	8%
Median salary/month	919.57	856.90	6%
# at rank	85	35	
% at rank	70%	30%	

COMPARISONS BY COLLEGE

Agriculture, Forestry and Home Economics

	Men	Women	Women's earnings in % less than men
Mean salary/month	$1,409.12	$1,170.45	17%
Median salary/month	1,368.97	1,087.50	20%
Number in college	274	44	
% in college	86%	14%	

Biological Sciences

	Men	Women	
Mean salary/month	$1,563.16	$1,050.00	33%
Median salary/month	1,484.62	1,050.11	29%
Number in college	76	5	
% in college	94%	6%	

Business Administration

	Men	Women	
Mean salary/month	$ 1720.00	$ 850.00	50%
Median salary/month	1700.00	850.00	50%
Number in college	60	1	
% in college	98%	2%	

Dentistry

	Men	Women	
Mean salary/month	$1651.75	$ 1116.67	31%
Median salary/month	1592.86	1066.67	33%
Number in college	57	12	
% in college	83%	17%	

Education

	Men	Women	Women's earnings in % less than men
Mean salary/month	$ 1425.61	$ 1209.40	15%
Median salary/month	1440.00	1100.00	23%
Number in college	164	62	
% in college	73%	27%	

General College

	Men	Women	Women's earnings in % less than men
Mean salary/month	$ 1153.23	$ 1045.24	9%
Median salary/month	1057.14	978.57	7%
Number in college	62	21	
% in college	75%	25%	

Law*

	Men	Women	
Mean salary/month	$ 2350.00	$ 950.00	60%
Median salary/month	2275.00	950.00	57%
Number in college	31	4	
% in college	89%	11%	

*All women employed by the Law School work in the Law Library

College of Liberal Arts

	Men	Women	
Mean salary/month	$1607.60	$ 1147.30	29%
Median salary/month	1516.13	1057.14	32%
Number in college	434	74	
% in college	85%	15%	

Medical Sciences

	Men	Women	Women's earnings in % less than men
Mean salary/month	$ 1807.65	$ 1069.81	40%
Median salary/month	1672.22	960.00	42%
Number in college	392	106	
% in college	79%	21%	

Pharmacy

	Men	Women	
Mean salary/month	$ 1570.83	$ 1350.00	14%
Median salary/month	1466.67	1350.00	7%
# in college	24	1	
% in college	96%	4%	

Institute of Technology

	Men	Women	
Mean salary/month	$1632.56	$ 1362.50	18%
Median salary/month	1540.38	1200.00	22%
# in college	407	8	
% in college	98%	2%	

Veterinary Medicine

	Men	Women	
Mean salary/month	$ 1287.35	$ 983.33	23%
Median salary/month	1231.82	900.00	26%
# in college	83	6	
% in college	93%	7%	

COMPARISONS BY TERM

(Research Fellow through Full Professor only)
"A" Appointment

	Men	Women	Women's salary in % less than men's
Mean salary/month	$1553.10	$1098.78	29%
Median salary/month	1496.97	996.43	33%
Number at term	646	123	
% at term	81	19%	

"B" Appointment

Mean salary/month	$1700.68	$1300.00	23%
Median salary/month	1637.50	1250.00	23%
Number at term	805	86	
% at term	90%	10%	

"AT" Appointment

Mean salary/month	$1327.09	$1007.84	24%
Median salary/month	1190.00	926.32	23%
Number at term	419	102	
% at term	76%	24%	

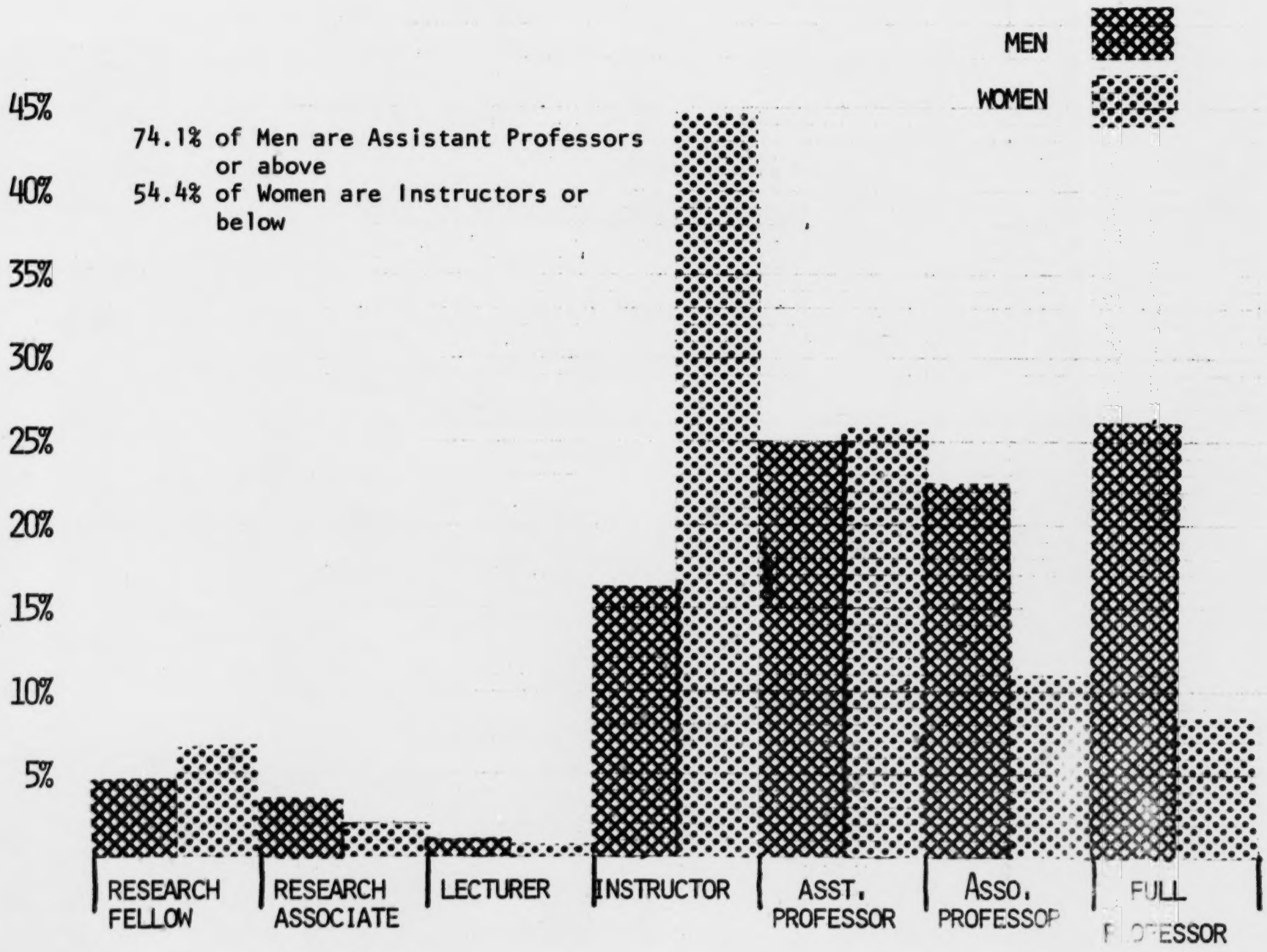
"BT" Appointment

Mean salary/month	$1119.50	$977.59	12%
Median salary/month	1076.67	893.55	17%
Number at term	141	58	
% at term	59%	41%	

Note: Some special terms, such as "C" appointments, are not included.

COMPARISON OF DISTRIBUTION BY RANK

TWIN CITIES CAMPUS



FULL TIME FACULTY SALARY COMPARISON

TWIN CITIES CAMPUS